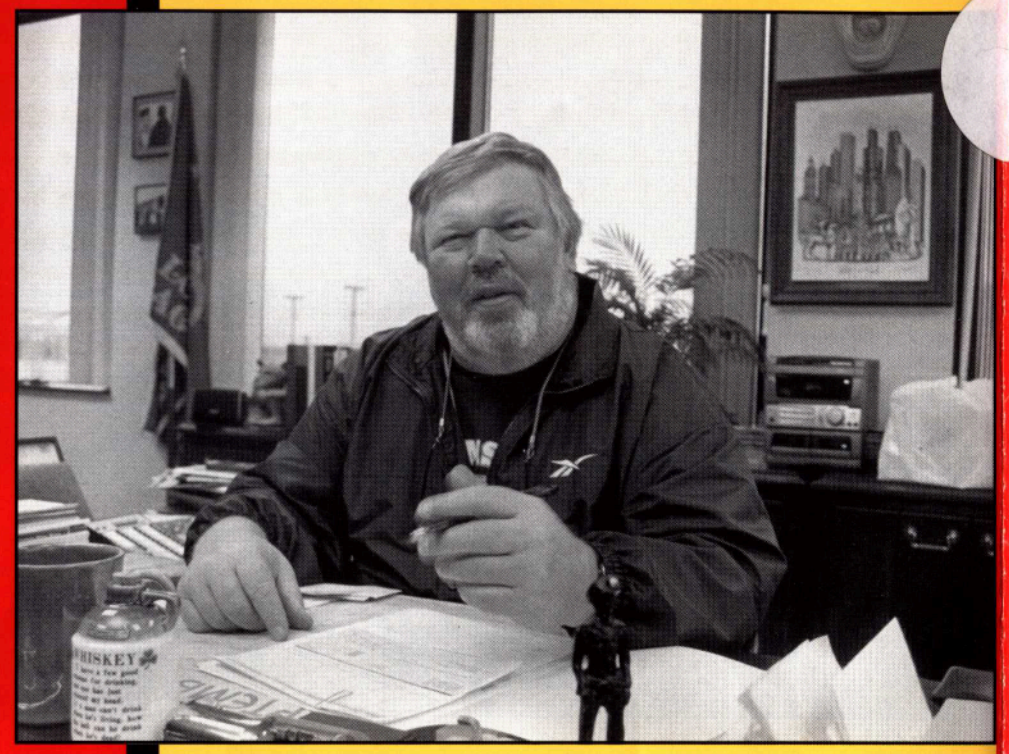
RE-ELECT JERRY ZERO...



...And His Continued Reform Team

SIX YEARS OF:

- Member involvement
- The country's best Teamster contracts
- Honest, effective, corruption-free leadership

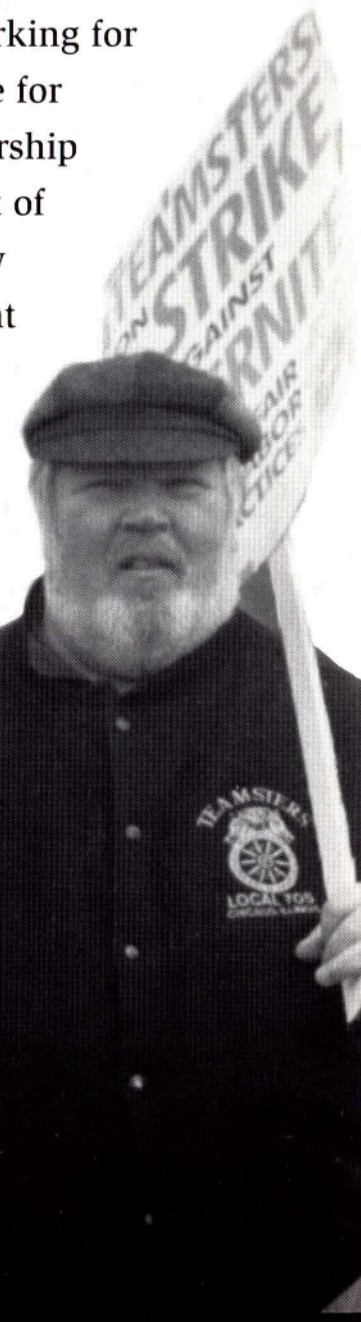
ARE JUST THE BEGINNING . . . . . .

JERRY ZERO • Local 705 • CONTINUED REFORM SLATE

Fighting for Our Future

JERRY ZERO's LEADERSHIP

"Good leadership succeeds when they put the members first—and include them in the everyday workings of the union. When certain union officers and staff stop working for the members, and start working for personal gain—it's time for them to go! This leadership team combines the best of the old, and brings new energy and commitment to all the members of Local 705."



Has Turned Local 705 into the Top Teamster Local in the Country

With the Best Contracts in:

- Freight
- UPS
- Airfreight
- Tank Haul Industry

And Top Pensions and Health & Welfare

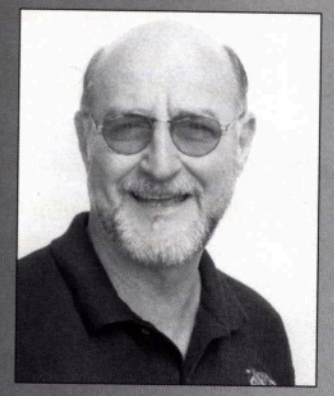
- Doubled 30-and-out pensions to $3,000 per month
- Top 25-and-out pension
- $1 billion + pension fund
- Top Blue Cross/Blue Shield Health Care

Recognized as a Model of Reform by:

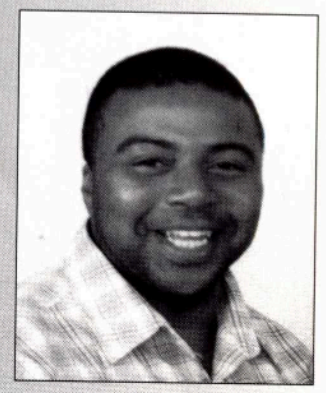
- National newspapers
- National magazines
- Chicago newspapers
- Top universities

GERALD ZERO—WORKING FOR THE MEMBERS, NOT FOR PERSONAL GAIN

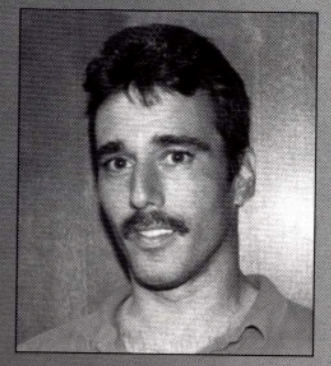
THE JERRY ZERO TEAM–



OTIS CROSS, *President*
- Yellow Freight Driver 19 years, 705 member 26 years
- Union Rep since 1994 in Rail, Freight, Food
- Union Trustee to Funds
- Member on all major Bargaining Committees

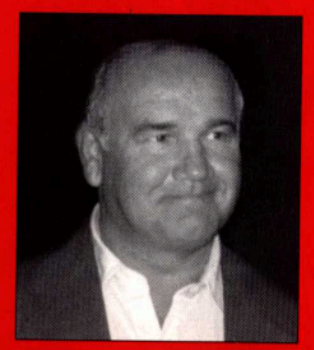


TONY GATSON, *Vice President*
- UPS CACH Teamster 5 years
- CACH Steward 3 years
- Associate Union Rep, Union Rep Sunrise & Day Sort
- UPS Grievance Panel member



BRIAN DOUGHERTY,
Recording Secretary
- UPS Package Car Driver 14 years
- Palatine Steward 3 years
- Union Rep for Palatine, Waukegan and Northbrook
- UPS Grievance Panel member

ELECTED UNION REPRESENTATIVES

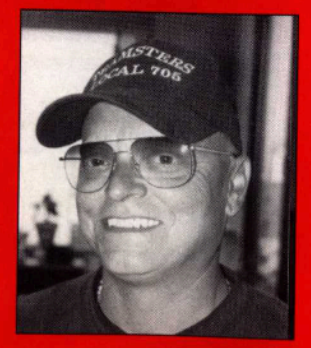


MIKE MARASOVICH,
Elected Rep
- Roadway Driver 23 years
- Past Roadway Steward
- Union Rep since 1994, Elected Rep since 1997
- Freight, Cartage Negotiating Committees

GROWING...PROGRESSIVE...EFFECTIVE

Backed by the Best Teamster Staff in the Nation

- Contract Negotiators with decades of experience in bargaining the best Teamster contracts in the country
- Top notch Union Reps who make the contract work in:
  - Freight, Movers, UPS, Municipals, Liquor
  - Airfreight, Tank Haul, Food Houses, Cartage,
- Top organizing staff in the country

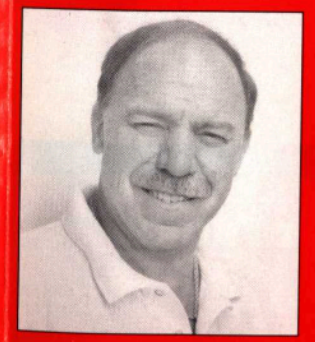


JOE STRAZANTI, *Elected Rep*
- Package Car Driver 11 years, Feeder 12 years
- Feeder Steward 5 years
- 1997 UPS Bargaining Committee member
- Union Rep for CACH Feeders, Harvey and Dobson Centers

Won arbitration victories netting millions in back pay and saving hundreds of jobs.

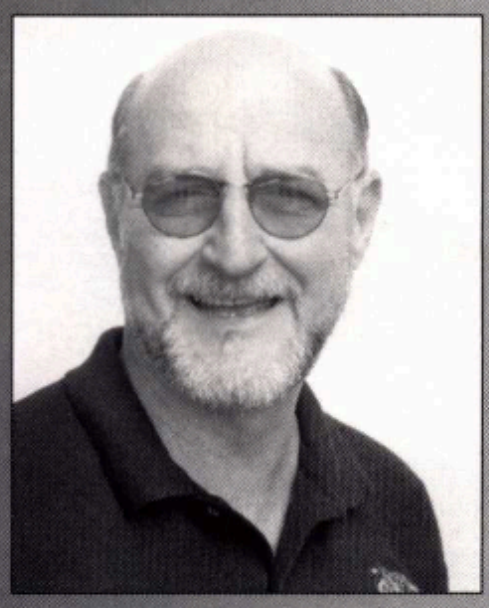
Wiped Out 150 Multi-Tier Contracts In:
- Tank Haul
- Cartage
- Food Houses
- Movers

JERRY ZERO
Local 705
CONTINUED REFORM SLATE



JIM SYLVESTER,
Elected Rep
- H&W Driver 25 years
- Union Rep Since 1994, Elected Rep since 1997
- Negotiated scores of contracts
- Top Grievance Handler

THE JERRY ZERO TEAM–



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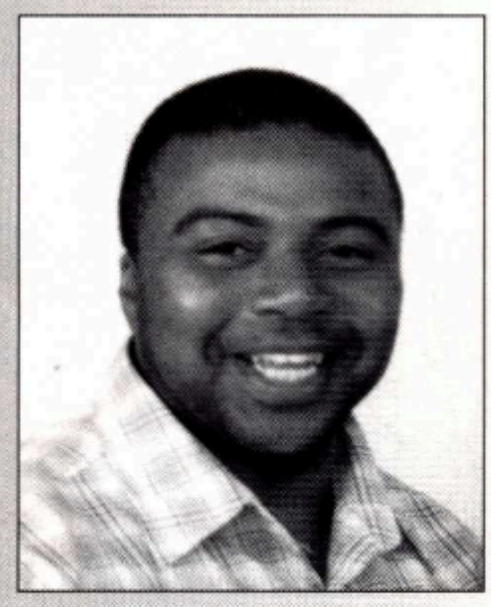

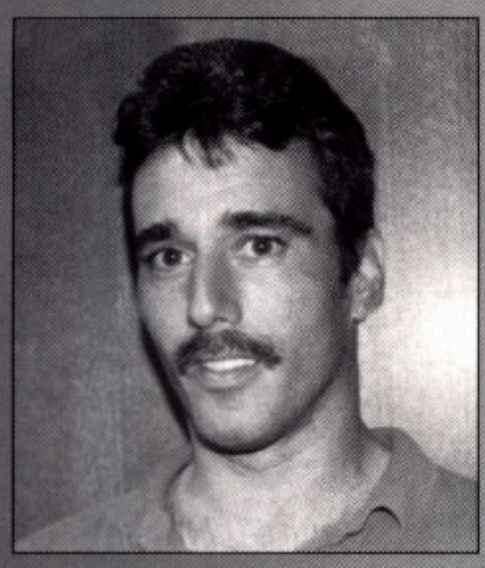

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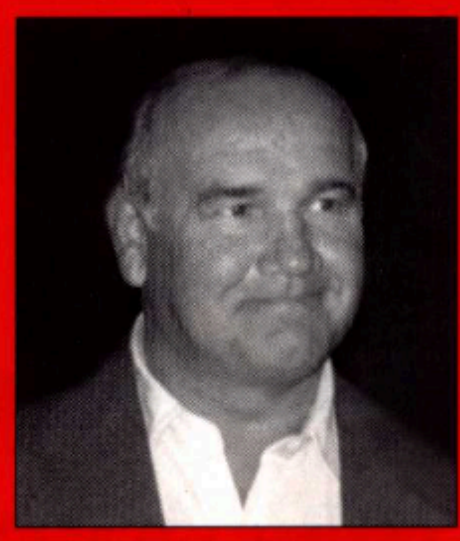

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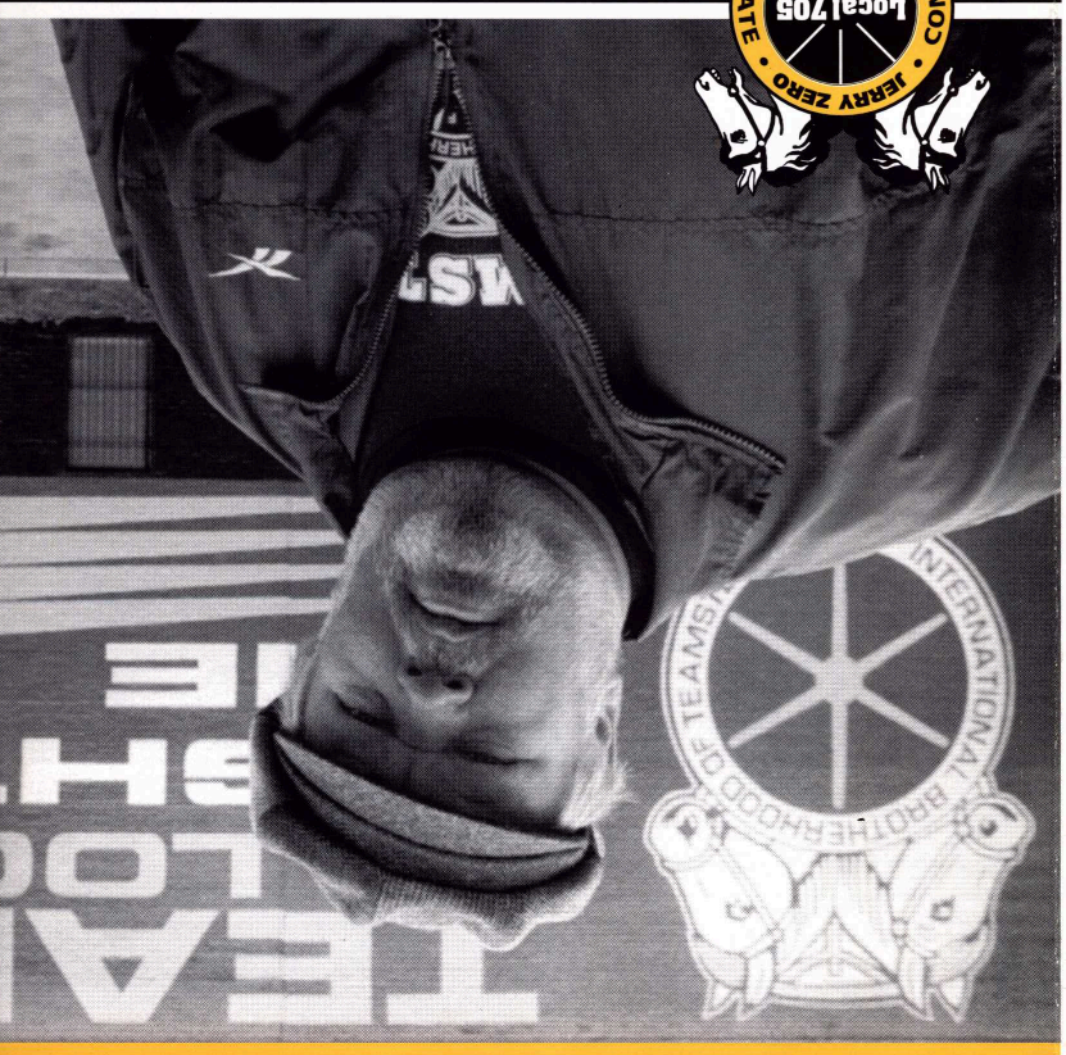

For Six Years Jerry Zero Fought Mobsters,
Bosses and Crooked Union Officials to
Make Local 705 a Better, Stronger Union

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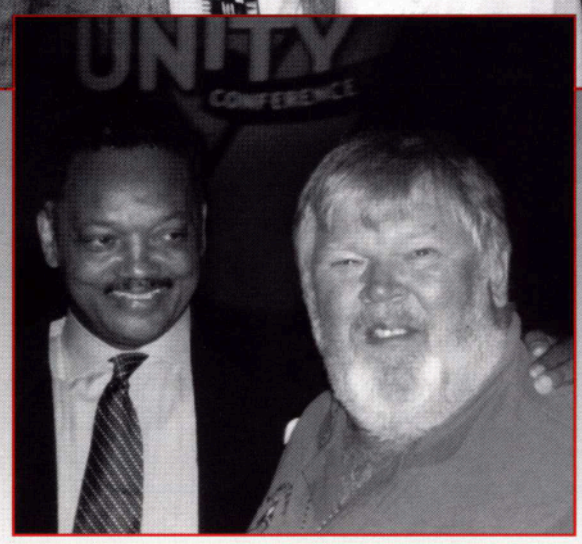
JERRY ZERO • CONTINUED REFORM SLATE • Local 705

RE-ELECT JERRY ZERO...

...And His Continued Reform Team

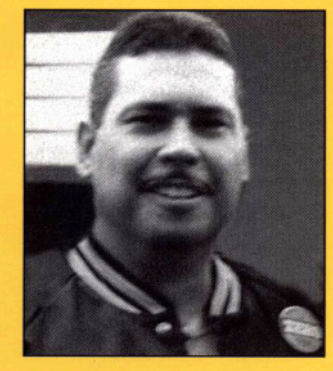
New York Times. Wall Street Journal. St. Louis Post-Dispatch. In These Times.

The Nation's Press Goes to Local 705 When They Need The Real Story

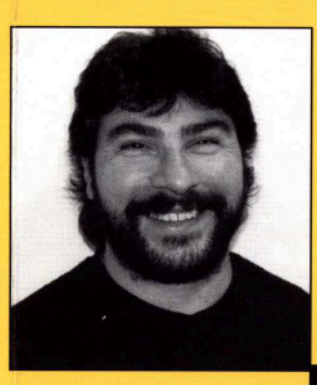


THE DIFFERENCE BETWEEN 1993 AND TODAY? IT'S LIKE NIGHT AND DAY!

Movers and Tank Industries were devastated—barely 300 members between them

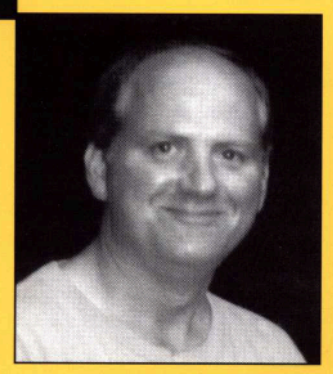


"We've gone from being sold out to becoming nearly 1,000 members strong. Our contracts are reaching parity with Freight and UPS in wages and subcontracting protections. It wouldn't have happened without Jerry Zero and Mike Thornton in our corner."
—Victor Emeric, Hallett Movers



"I bought the arguments against Jerry Zero in the last election, but now I'm glad he won. My family ran up more than $100,000 in doctor and hospital costs a while ago, so I know that our Health & Welfare plan is strong. I know that Jerry has done the same thing for our Pension Fund—and that's why I'm voting for him this time."
—Bob Sargis, Roadway Shuttle

"Six years ago, I promised that we'd turn this local around. Not just clean up the corruption—but deliver good contracts and strong Pensions and Health & Welfare. We've worked hard to turn this Local into a union to be proud of. I've kept those promises, but the job is never over. And you have my word that my platform promises will continue to be kept, as they have in the past."



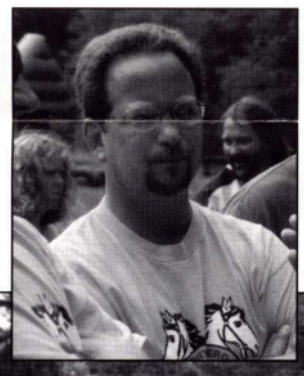
"The old leadership abandoned us. Membership was bargained away for bribes. Jerry Zero turned it around. He organized non-union companies. Now we have the best Tank Industry contracts in the country."
—Rick Romano, BP-AMOCO

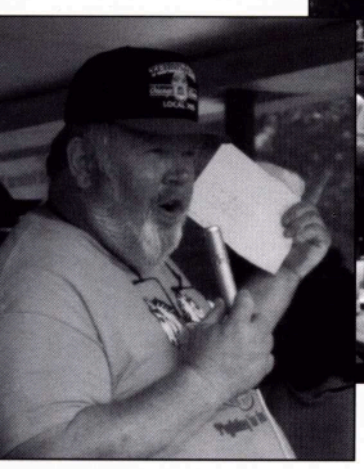
LOCAL 705 TEAMSTERS KNOW JERRY ZERO HAS . . .

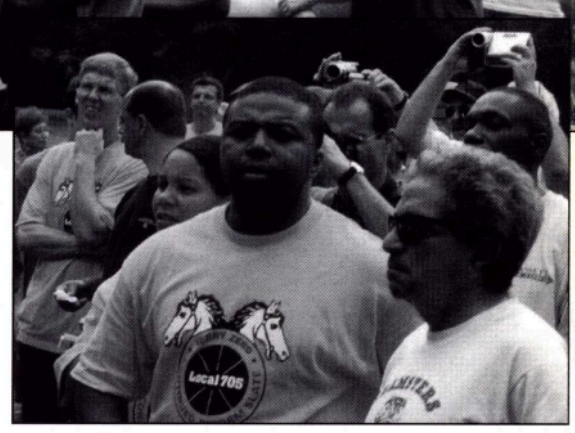
. . . Tripled the Stewards Force
Won the Best Teamster Contracts in the Country in
Freight, UPS, Airfreight,
Tank Industry

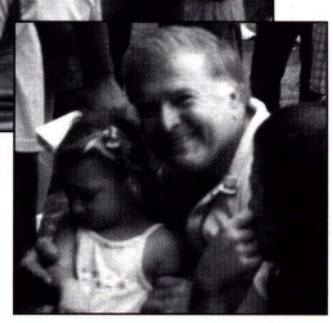
Nearly Doubled 30-and-Out Pensions

Cleaned Up the Mess in Our
Health & Welfare









THE JERRY ZERO CONTINUED REFORM PLATFORM

- Continue to bargain the best Teamster contracts in the country
- Expand aggressive member-to-member contract campaigns to all crafts
- Bargain major pay raises for UPS part-timers
- Eliminate remaining two-tier contracts
- More Pension and Health & Welfare improvements *for all members*
- Continue and expand member and steward education and training programs
- Pass bylaw changes for an elected stewards council that will oversee worksite stewards elections
- Build a strong, permanent strike fund to send employers the right message!
- Unlike McCormick—Jerry Zero will never give away your right to strike in any contract

Fighting for Our Future

UPS Members Say Jerry Zero's "Take Charge" Leadership Has Made Big Improvements

"Our new Union Rep is Joe Strazzante, and he really helped me after I was promoted to Package Care Driver this summer. I'm voting for Jerry Zero, Joe and the rest of the Jerry Zero slate."
—Sabrina Holman, Dobson Package Driver

"Our old rep, Ed Benesch, went on vacation during the 1997 strike. He tells stewards to tear up grievances so there's no record if we win. Jerry really dug in when he got back, and he appointed Brian Dougherty as our Union Rep. Brian is there for *all* the members, and he never tears up grievances." *—Ruthe Dembinski, Sunrise Clerk, Palatine*

Jerry Zero: National Leaders Know His Accomplishments—They Listen When Local 705 Speaks

Teamsters Local Union 705

chartered as

Truck Drivers, Oil Drivers, Filling Station and Platform Workers Local Union No. 705

AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS, AFL-CIO

1645 WEST JACKSON BLVD • CHICAGO, ILLINOIS 60612 • Phone: (312) 738-2800

Executive Board

GERALD ZERO
Secretary-Treasurer

JOHN B. McCORMICK
President

ED BENESCH
Vice-President

BENNIE JACKSON
Recording Secretary

GREG GALLES
Trustee

MIKE THORNTON
Trustee

STEVE POCZTOWSKI
Trustee

Elected Representatives
Lorelei Anderson
Jesse Miranda
Jim Sylvester
Mike Marasovich

An Open Letter to Local 705 Members

Dear Sisters and Brothers,

I am writing to inform you of emergency action I have taken on behalf of the membership of Local 705.

On Monday, April 17th, I removed four Local Union officers from their positions as Union Representatives after it became clear that they are opposed to our Local Union policies designed to protect and advance the lives of our members and to do the work that they were being paid to do. John McCormick, Ed Benesch, Bennie Jackson and Steve Pocztowski, openly opposed our restructuring plan designed to give members and stewards more power over the affairs of our Local. They also opposed proposals I made, at the recommendation of Local 705 and International Union auditors, to prevent wasteful spending of members' dues money.

These officers also refused to fund the Local's successful organizing program – a top priority of this Local Union, the International Union and its President James Hoffa and the AFL-CIO.

Among their most disgraceful acts was arriving unprepared at grievance hearings, telling members not to file grievances, and dumping their grievances on other staff members moments before Grievance Panel hearings. They worked to defeat proposals for a strong strike fund and to give our UPS members increased democratic rights and the full-time jobs owed them following 1997's historic UPS strike. Their failure to support these programs and policies are anti-member and pro-employer and cannot be tolerated.

For these and other reasons itemized in this letter, I felt I had to remove these four gentlemen from their positions as Union Representatives in order to protect the integrity and strength of Local 705. Although they must remain elected officers throughout their term ending this fall, they can no longer be allowed to draw their substantial salaries while working against the good of the members.

Background to My Actions

Over six years ago you elected me as your principal officer and gave me a mandate to move Local 705 forward from the dark days of our previous leadership. We have made great strides in our goals. During my terms in office, Local 705 has been identified as a leading local in the efforts to reform the Teamsters Union. We have been recognized by, among others, the Wall Street Journal, the national magazine In These Times and several academic studies.

All of our positive progress was threatened when I left the local in John McCormick's hands when I was suspended from office for one year. Since I returned to office, McCormick, Benesch, Jackson and Pocztowski (I call them the Gang of Four) have attempted to further their own personal and political agendas at the expense of the established policies that the members demanded in order to protect and advance the interests of all Local 705 Teamsters. I find it particularly disgusting that they have chosen to undermine the members by adopting the rhetoric of management against our

hard won full time jobs at UPS and our "Member Power Program", which added more Union Reps and Stewards at our huge UPS "Hub" facilities.

When I returned to the helm early this year, I uncovered their plans to weaken Local 705 and undermine all of our efforts to provide quality representation and leadership to our 20,000 members. I discovered new irregularities almost daily. I tried to ignore the personal attacks made on me because I know that union politics can be rough-and-tumble and because these four characters, for all their faults, are members of the Executive Board. But it became clear that they would stop at nothing, including siding with employers, to try to grab power that they couldn't possibly earn legitimately at the ballot box.

The final straw came on Friday, April 14th when the Gang of Four voted to force Local 705 to hold separate elections; one for Local Union officers, then another several weeks later for IBT Convention Delegates - at an additional cost to the members of over $80,000. They did this despite the recommendations of both the Local 705 and the International Union auditors that combining the two elections was the efficient approach. The Gang of Four voted against my policy of protecting the member's money. When I protested their action, Ed Benesch said, "The members will never understand the difference, anyway."

We have the best-educated, strongest members in the Teamsters Union. You don't need Union Representatives who are more concerned with their own greed than they are with the good and welfare of the Union. I finally got sick of hearing McCormick and his crew insulting the membership's intelligence in our meetings. I tired of them attempting to sabotage everything our Reform Team has accomplished.

Therefore, following the Friday Executive Board meeting I exercised my authority under Section 8(A) of the Local 705 Bylaws to remove these four officers as Union Representatives effective the following Monday.

We Won't Turn Back

I did not take this action lightly. Over the coming days and weeks I expect the Gang of Four to continue their campaign of lies and innuendo against me and the programs and policies of this Union designed to help the members. Your team of excellent Union Reps and our expanded Stewards force will not back down from fighting on your behalf. I have already taken steps to ensure that quality Union Representatives are appointed to replace those that I discharged. I have already received commitments from both our Joint Council and International Union for assistance should we need their help.

But most important, I need the help of each and every one of you during these trying times. Democracy and Reform are fragile flowers. It does not take much for them to wither and die. Please join with me to make sure that the flower of democracy in Local 705 not only does not die but rather flourishes and grows.

I thank you for your continued support as we move Local 705 into a new chapter of our great history.

Fraternally,

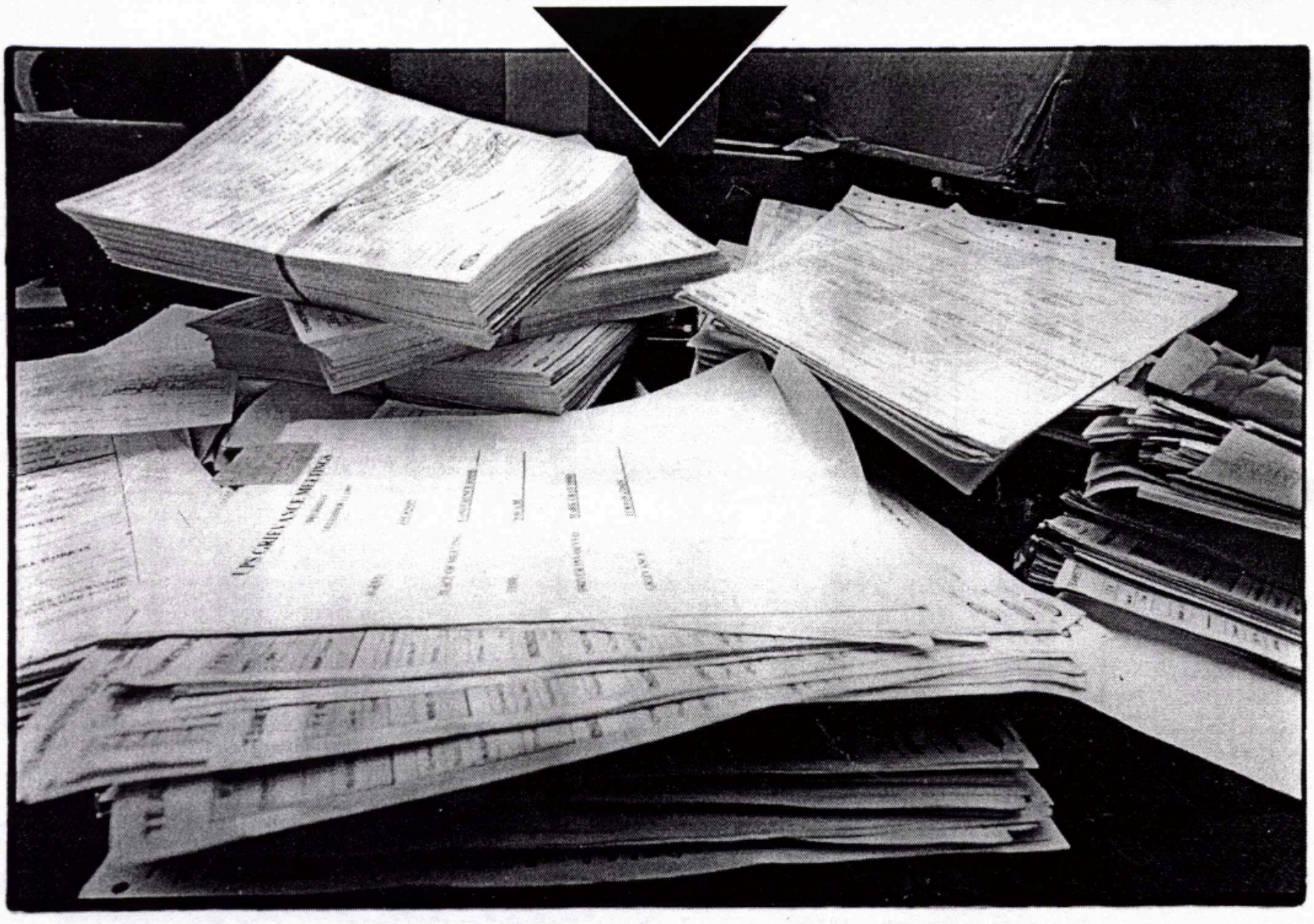
Gerald Zero
Secretary-Treasurer

McCormick-Benesch-Jackson-Pocztowski: Their Corporate "Team 2001" Claims To Be "Real Reformers"

BUT

They Failed to Process 1,078 Grievances

Are any of these yours?



These are just the ones we found so far, and these are some of the reasons Jerry Zero fired them in April. It's the real reason why McCormick's crew want Jerry out! UPS members have filed charges against McCormick's "Team 2001" for failing to do their job.

DON'T LET McCORMICK GET AWAY WITH IT

Vote for the Jerry Zero Slate

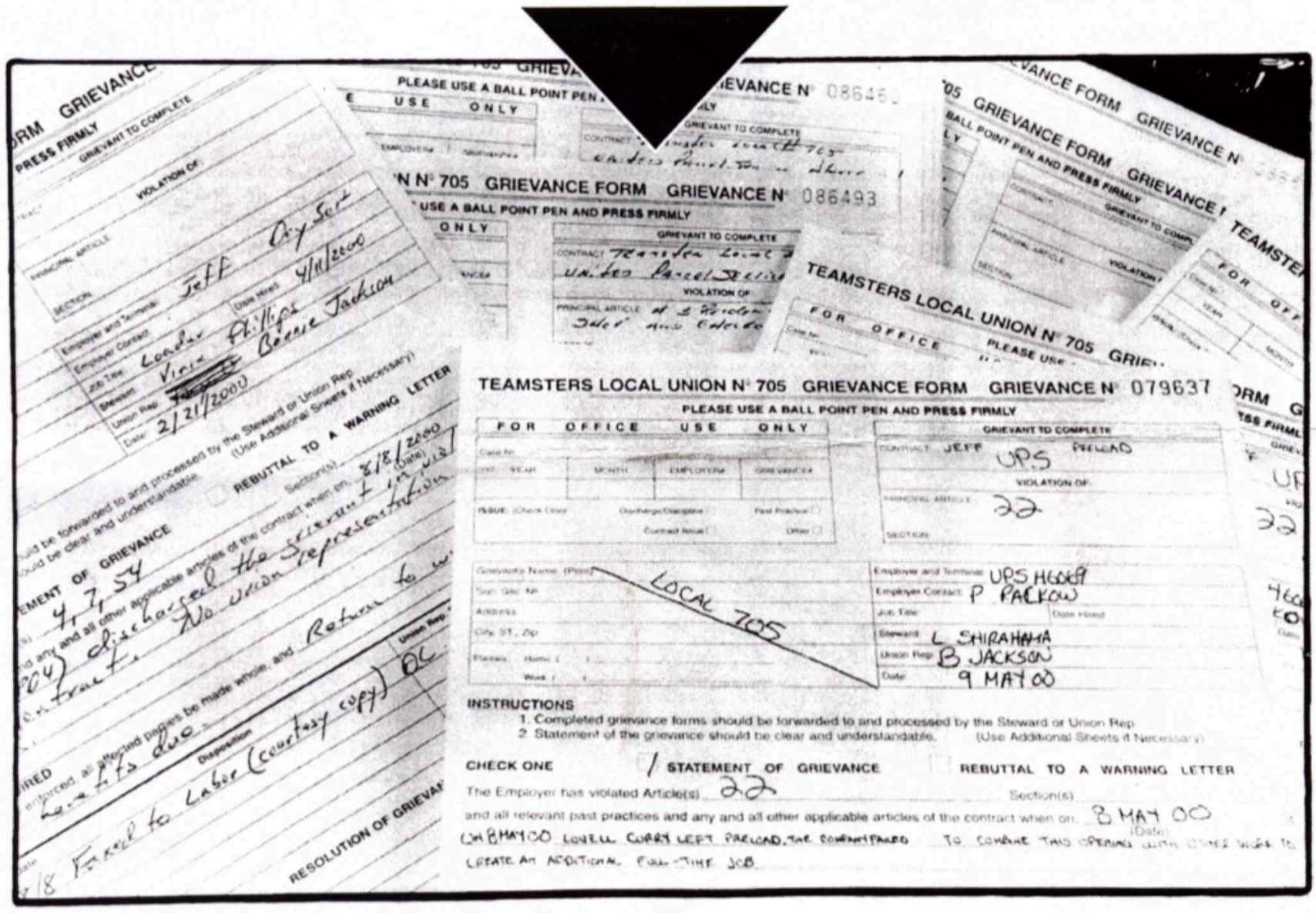
JERRY ZERO · Local 705 · CONTINUED REFORM SLATE

Fighting for Our Future

DON'T LET YOUR GRIEVANCE LAND IN THIS PILE

And it's still going on!

These are just some of the many grievances that Bennie Jackson has failed to properly process in just the last few months.


TEAMSTERS LOCAL UNION N° 705 GRIEVANCE FORM GRIEVANCE N° 086493
PLEASE USE A BALL POINT PEN AND PRESS FIRMLY
TEAMSTERS LOCAL UNION N° 705 GRIEVANCE FORM GRIEVANCE N° 079637
PLEASE USE A BALL POINT PEN AND PRESS FIRMLY
FOR OFFICE USE ONLY
GRIEVANT TO COMPLETE
CONTRACT JEFF UPS PRELOAD
VIOLATION OF:
PRINCIPAL ARTICLE 22
SECTION
LOCAL 705
Employee and Terminal UPS HGGGF
Employer Contact P PACKOW
Steward L SHIRAHAMA
Union Rep B JACKSON
Date 9 MAY 00
INSTRUCTIONS
1. Completed grievance forms should be forwarded to and processed by the Steward or Union Rep.
2. Statement of the grievance should be clear and understandable. (Use Additional Sheets if Necessary)
CHECK ONE / STATEMENT OF GRIEVANCE REBUTTAL TO A WARNING LETTER
The Employer has violated Article(s) 22 Section(s)
and all relevant past practices and any and all other applicable articles of the contract when on 8 MAY 00 (Date)
ON 8 MAY 00 LOWELL CURRY LEFT PRELOAD. HE CURRENTLY HAS TO COMBINE THIS OPENING WITH OTHER WORK TO CREATE AN ADDITIONAL FULL-TIME JOB.
TEAMSTERS LOCAL UNION N° 705 GRIEVANCE FORM GRIEVANCE N° 086493
PLEASE USE A BALL POINT PEN AND PRESS FIRMLY
GRIEVANT TO COMPLETE
CONTRACT Teamsters Local 705 United Parcel Service
VIOLATION OF:
PRINCIPAL ARTICLE Art. 3 Section 1 Subd. Sub-Contracting
SECTION
Employer and Terminal Jeff City Sort
Employer Contact
Job Title Loader
Steward Vince Phillips
Union Rep Bennie Jackson
Date 2/21/2000
REBUTTAL TO A WARNING LETTER
(Use Additional Sheets if Necessary)
STATEMENT OF GRIEVANCE
Section(s) 4, 7, 54
(Date) 3/8/2000
(204) discharged the steward in violation of the contract. No union representation
RESOLUTION OF GRIEVANCE
Disposition
Union Rep.
Return to work with all rights and benefits due.
Referred to Labor (courtesy copy) DC

You can't afford McCormick's version of "Real Reform"

Vote for the Jerry Zero Slate

Or this could happen to you

And if you think this charge is "Politics as usual," just come down to the Union Hall and see them for yourself!

JERRY ZERO
Local 705
CONTINUED REFORM SLATE

Fighting for Our Future

Teamster Reformer News

NOVEMBER 2000

FBI Questions McCormick Lease

$170,000 Dentist Office Rehab Agreement Signed Without Executive Board Approval

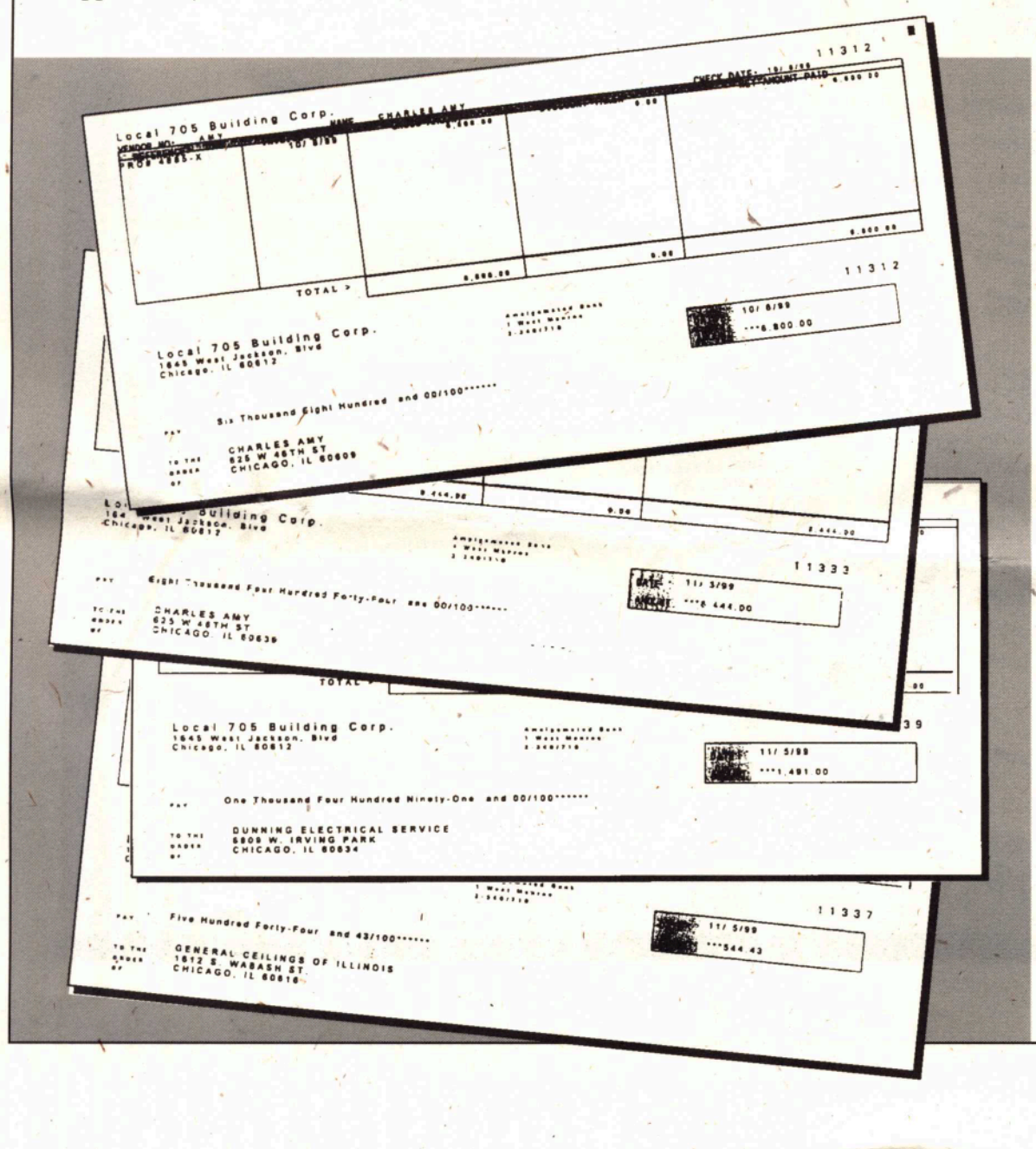
A Tuesday, October 16th rally called by candidate John McCormick has backfired, after the FBI began questioning the lease (see copy on page 2) signed by McCormick without Local 705 Executive Board approval.

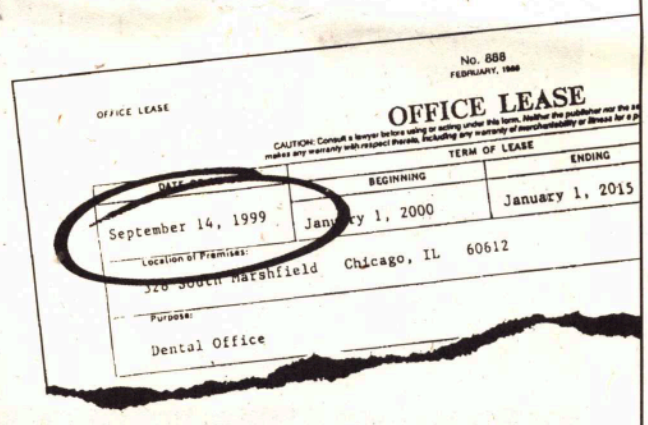
McCormick, a candidate for Local 705 Secretary-Treasurer, called the rally in an attempt to tar current Local 705 Secretary-Treasurer Gerald Zero's record of financial accountability. McCormick signed the lease while serving as acting Principal Officer during Zero's one-year absence from his duties. Invoices authorized by McCormick during that time period show that he spent $16,279.43 in start-up money without Executive Board approval.

The rally story, reported by the *Chicago Sun TImes* on October 17th, included one sentence about the $170,000 that McCormick committed to rehab Local 705 Auditorium office space for a dentist's office used by very few Local 705 members. It was that sentence that triggered the FBI questions, according to federal agents.

U.S. Government, IBT and Local 705 Auditors have all given Local 705 finances a clean bill of health during Zero's term of office. McCormick could not document any of the charges he made in the Sun Times *article.*

Local 705 officials began investigating the lease following the FBI questions and found the copy of the lease, photos of the rehab work and invoices for the start-up payments totaling $thousands—all done before any Local 705 Executive Board or membership action. (See copies below). Those records have been turned over to the FBI. *(continued on page 2)*




No. 888
FEBRUARY, 1988
OFFICE LEASE
OFFICE LEASE
CAUTION: Consult a lawyer before using or acting under this form. Neither the publisher nor the se
makes any warranty with respect thereto, including any warranty of merchantability or fitness for a p
TERM OF LEASE
BEGINNING
ENDING
September 14, 1999
January 1, 2000
January 1, 2015
Location of Premises:
326 South Marshfield Chicago, IL 60612
Purpose:
Dental Office

FBI Questions McCormick

(continued from page 1)

Local 705 member Dave Healy said "Jerry Zero would never have signed this lease. It should have been up to the renters to pay those rehab fees—McCormick had no business spending $170,000 on a dentist office that few of our members will ever use." Healy added that Local 705 members "went through this before, when Dan Ligurotis pumped $millions into a clinic that none of the members used."

Local 705 accountants report that it will take at least five years of rent payments to just break even on the $170,000 commitment.

When questions were raised, McCormick finally put the matter before the E Board in November, two full months later—and even then he misled them about the amount of rent and claimed that the already-signed lease "was being negotiated."

No. 888
FEBRUARY, 1988

GEORGE E. COLE®
LEGAL FORMS

OFFICE

OFFICE LEASE

CAUTION: Consult a lawyer before using or acting under this form. Neither the publisher nor the seller of this form makes any warranty with respect thereto, including any warranty of merchantability or fitness for a particular purpose.

DATE OF LEASE	TERM OF LEASE: BEGINNING	TERM OF LEASE: ENDING	MONTHLY RENT
September 14, 1999	January 1, 2000	January 1, 2015	$2300 per month 10% increase per year

Location of Premises: 328 South Marshfield Chicago, IL 60612

Purpose: Dental Office

LESSEE
NAME: Ashland Dental/Marshfield Associates
ADDRESS: 220 South Ashland Avenue
CITY: Chicago, IL 60607

LESSOR
NAME: Local 705 Building Corporation
ADDRESS: 1645 West Jackson Blvd.
CITY: Chicago, IL 60612

In consideration of the mutual covenants and agreements herein stated, Lessor hereby leases to Lessee and Lessee hereby leases from Lessor solely for the above purposes the premises designated above (the "Premises"), together with the appurtenances thereto, for the above Term.

RENT 1. Lessee shall pay Lessor or Lessor's agent, as rent for the Premises the sum stated above, monthly in advance, until termination of this lease, at Lessor's address stated above or such other address as Lessor may designate in writing.

HEAT; NON-LIABILITY OF LESSOR 2. Lessor will at all reasonable hours during each day and evening, from October 1 to May 1 during the term, when required by the season, furnish at his own expense heat for the heating apparatus in the demised premises, except when prevented by accidents and unavoidable delays, provided, however, that except as provided by Illinois statute, the Lessor shall not be held liable in damages on account of any personal injury or loss occasioned by the failure of the heating apparatus to heat the Premises sufficiently, by any leakage or breakage of the pipes, by any defect in the electric wiring, elevator apparatus and service thereof, or by reason of any other defect, latent or patent, in, around or about the said building.

HALLS 3. Lessor will cause the halls, corridors and other parts of the building adjacent to the Premises to be lighted, cleaned and generally cared for, accidents and unavoidable delays excepted.

RULES AND REGULATIONS 4. The rules and regulations at the end of this Lease constitute a part of this Lease. Lessee shall observe and comply with them, and also with such further reasonable rules and regulations as may later be required by Lessor for the necessary, proper and orderly care of the Building in which Premises are located.

ASSIGNMENT, SUBLETTING 5. Lessee shall neither sublet the Premises or any part thereof nor assign this Lease nor permit by any act or default any transfer of Lessee's interest by operation of law, nor offer the Premises or any part thereof for lease or sublease, nor permit the use thereof for any purpose other than as above mentioned, without in each case the written consent of Lessor.

SURRENDER OF PREMISES 6. Lessee shall quit and surrender the Premises at the end of the term in as good condition as the reasonable use thereof will permit, with all keys thereto, and shall not make any alterations in the Premises without the written consent of Lessor; and all alterations which may be made by either party hereto upon the Premises, except movable furniture and fixtures put in at the [illegible] shall be the property

[illegible] wherever used in this lease shall be construed to mean Lessors or [illegible] corporations, as the same may be described as Lessor or Lessee herein, and the necessary grammatical changes shall be assumed in each case as though fully expressed. All covenants, promises, representations and agreements herein contained shall be binding upon, apply and inure to the benefit of Lessor and Lessee and their respective heirs legal representatives, successors and assigns.

WITNESS the hands and seals of the parties hereto, as of the Date of Lease stated above.

John B. McCormick President (SEAL)
Lessor (SEAL)
Lessee (SEAL)

RULES AND REGULATIONS

1. No sign, advertisement or notice shall be inscribed, painted or affixed on any part of the outside or inside of Building, except on the glass of the doors and windows of the room leased and on the directory [illegible] only of such color, size, style [illegible] by the Lessor in writing, [illegible] be placed in front of

Lessee (with the written consent of the Lessor) must be subject to and under the control and direction of the janitor of the Building in all things in the Building and outside of the Premises. [illegible] and janitor [illegible] shall at all times [illegible] premises, to

[illegible] perty or defects [illegible] Lessee in or [illegible] from any part [illegible] Lessee hereby [illegible] not be liable [illegible] uilding, such [illegible] lease.

[illegible] regain the [illegible] doing upon

[illegible] ed, Lessee [illegible] see and in [illegible] ocess and [illegible] Lessee for [illegible] sum for [illegible] errors and

Teamsters Local Union 705

AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS, AFL-CIO
1645 WEST JACKSON BOULEVARD, CHICAGO, ILLINOIS 60612 Phone: (312) 738-2800

Executive Board
GERALD ZERO Secretary-Treasurer
JOHN B. McCORMICK President
ED BENESCH Vice-President
BENNIE JACKSON Recording Secretary
GREG GALLES Trustee
MIKE THORNTON Trustee
STEVE POCZTOWSKI Trustee

Elected Representatives
Lorelei Anderson
Jesse Miranda
Jim Sylvester
Mike Manatovich

Teamsters Local 705
EXECUTIVE BOARD MEETING
November 19, 1999

PRESENT:
JOHN MCCORMICK, President
EDWARD BENESCH, Vice President
BENNIE JACKSON, Recording Secretary
GREG GALLES, Trustee
MIKE THORNTON, Trustee,

ALSO PRESENT:
MICHAEL HOLLAND, Counsel
RON DAMERJIAN, Local 705 Staff
JOE MCCORMICK, Local 705 Staff

The meeting was called to order by President John McC

1. **APPROVAL OF MINUTES**

Recording Secretary Jackson distributed dr
1999 and October 15, 1999 Executive Boa
approval. After discussion, amendment
the September 17, 1999 and October 15
Minutes were approved.

2. **REPORT LOCAL 705 FU**

President McCormick repo

EMPLOY UNION L

Fund were approximately $52 million. Because of the good financial position of the Fund, the Trustees have determined to invest a small percentage (approximately 10%) of the net assets in equity investments, in order to enhance the Funds' overall rate of return. The Employer trustees rejected a Union trustee proposal to reduce the deductibility amount for retiree coverage from $250.00 per year to $150.00 per year, even though the benefit would have cost only about $820,000 annually.

The Pension Fund remains in good financial condition. The amount of withdrawal liability has been increased by approximately $56 million dollars due to liability increases resulting from better record keeping and a reduction to five (5) year vesting.

President McCormick announced that William Blake had been appointed to serve as a Trustee of the Pension and Health & Welfare Funds.

3. **MONTHLY FINANCIAL REPORT**

Local 705 staff members Ron Damerjian and Joe McCormick distributed a draft and unaudited financial report for October, 1999. Revenues for the month from all sources were nearly $664,000. Interest income for October, 1999 was over $15,000. Expenses for the month were $688,000, resulting in a net loss of $8,845 for the month of October, 1999.

For the 3rd quarter of 1999, total revenues amounted to $1,758,000, with interest income for the quarter exceeding $15,000. Total expenses for the quarter were $1,621,000, resulting in net income for the 3rd quarter, 1999 of almost $153,000.

For the year-to-date through October, 1999, revenue and interest income exceeds expenses by $346,000.

The average number of members, when measured by dues receipts for the first 9 months of 1999 is 19,232 members.

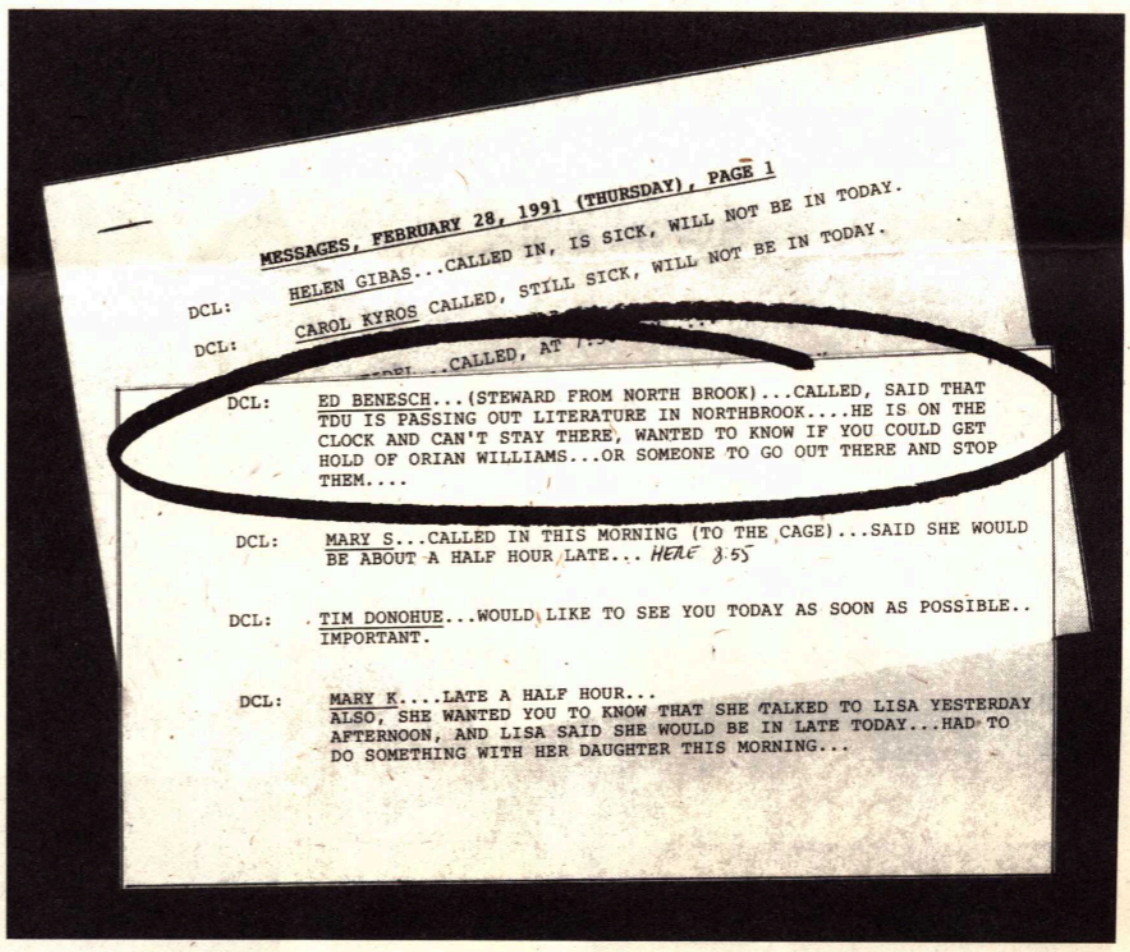
The month end, October, 1999 balance in the strike fund was over $394,000.

With respect to the Local 705 Building Corporation, President McCormick and the financial staff reported that a five year guaranteed lease at the rate of $3,000 per month with a ten percent (10%) annual increase was being negotiated with the Leonard Dental Clinic, which was moving from its location at 220 South Ashland into the office area at the north-east corner of the Local 705 Auditorium. The Building Corporation has agreed, pending Executive

"Real Reformers" Using Ligurotis Spin Doctor

The McCormick rally and Sun Times story raise other, serious questions about McCormick's so-called reform credentials. It turns out that the person directing press coverage for the rally comes from David Axelrod's Strategy Group—a political consulting firm that did extensive work for disgraced former Local 705 Secretary-Treasurer Dan Ligurotis.

The Strategy Group managed Ligurotis' 1991 campaign for IBT General Secretary-Treasurer. They also were in charge of "damage control" after Ligurotis shot and killed his son at the Local 705 Union Hall in 1991.



MESSAGES, FEBRUARY 28, 1991 (THURSDAY), PAGE 1

DCL: HELEN GIBAS...CALLED IN, IS SICK, WILL NOT BE IN TODAY.

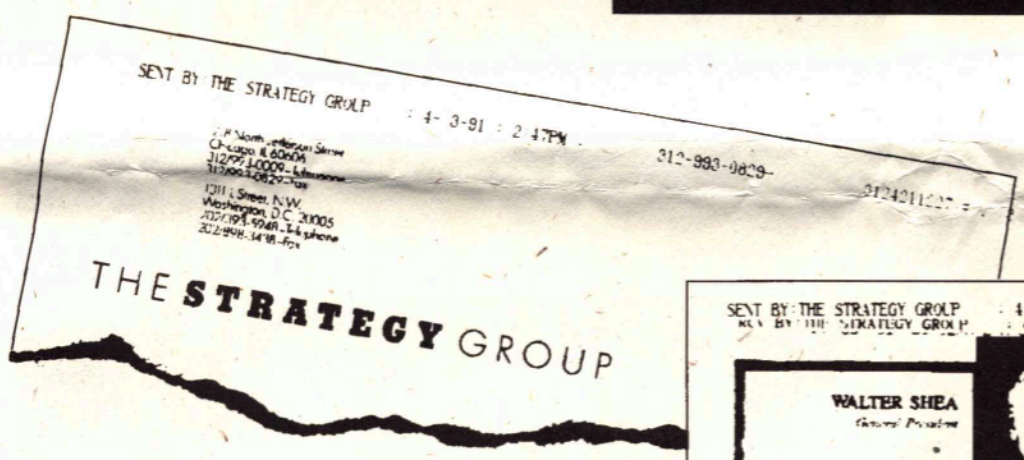
DCL: CAROL KYROS CALLED, STILL SICK, WILL NOT BE IN TODAY.

DCL: ED BENESCH...(STEWARD FROM NORTH BROOK)...CALLED, SAID THAT TDU IS PASSING OUT LITERATURE IN NORTHBROOK....HE IS ON THE CLOCK AND CAN'T STAY THERE, WANTED TO KNOW IF YOU COULD GET HOLD OF ORIAN WILLIAMS...OR SOMEONE TO GO OUT THERE AND STOP THEM....

DCL: MARY S...CALLED IN THIS MORNING (TO THE CAGE)...SAID SHE WOULD BE ABOUT A HALF HOUR LATE... HERE 8:55

DCL: TIM DONOHUE...WOULD LIKE TO SEE YOU TODAY AS SOON AS POSSIBLE.. IMPORTANT.

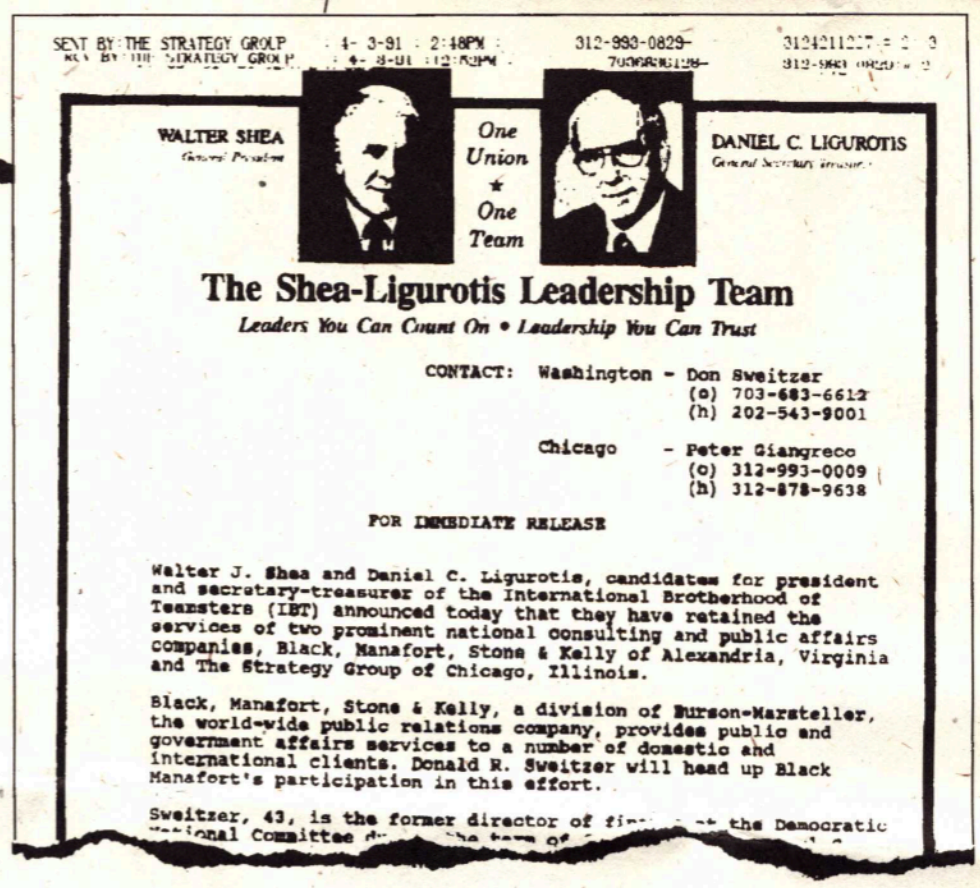
DCL: MARY K....LATE A HALF HOUR... ALSO, SHE WANTED YOU TO KNOW THAT SHE TALKED TO LISA YESTERDAY AFTERNOON, AND LISA SAID SHE WOULD BE IN LATE TODAY...HAD TO DO SOMETHING WITH HER DAUGHTER THIS MORNING...



SENT BY: THE STRATEGY GROUP : 4- 3-91 : 2:47PM : 312-993-0829-

THE **STRATEGY** GROUP

Local 705 phone records also show a close, long-time relationship between Ligurotis and Ed Benesch, candidate for Local President on McCormick's slate. Ligurotis was banished as Local 705 Secretary-Treasurer following the release of another Federal investigation in 1993. Benesch was a long-time steward in the Ligurotis regime—as was McCormick's other running mate, Steve Pocztowski.



SENT BY: THE STRATEGY GROUP : 4- 3-91 : 2:48PM : 312-993-0829-

WALTER SHEA — DANIEL C. LIGUROTIS

One Union ★ One Team

The Shea-Ligurotis Leadership Team

Leaders You Can Count On • Leadership You Can Trust

CONTACT: Washington - Don Sweitzer
(o) 703-683-6612
(h) 202-543-9001

Chicago - Peter Giangreco
(o) 312-993-0009
(h) 312-878-9638

FOR IMMEDIATE RELEASE

Walter J. Shea and Daniel C. Ligurotis, candidates for president and secretary-treasurer of the International Brotherhood of Teamsters (IBT) announced today that they have retained the services of two prominent national consulting and public affairs companies, Black, Manafort, Stone & Kelly of Alexandria, Virginia and The Strategy Group of Chicago, Illinois.

Black, Manafort, Stone & Kelly, a division of Burson-Marsteller, the world-wide public relations company, provides public and government affairs services to a number of domestic and international clients. Donald R. Sweitzer will head up Black Manafort's participation in this effort.

Sweitzer, 43, is the former director of fin[illegible] at the Democratic National Committee d[illegible]

Panel Appointed to Hear Charges on 1,000+ Unprocessed Grievances

Benesch, Jackson, McCormick Charged with Failure to Act

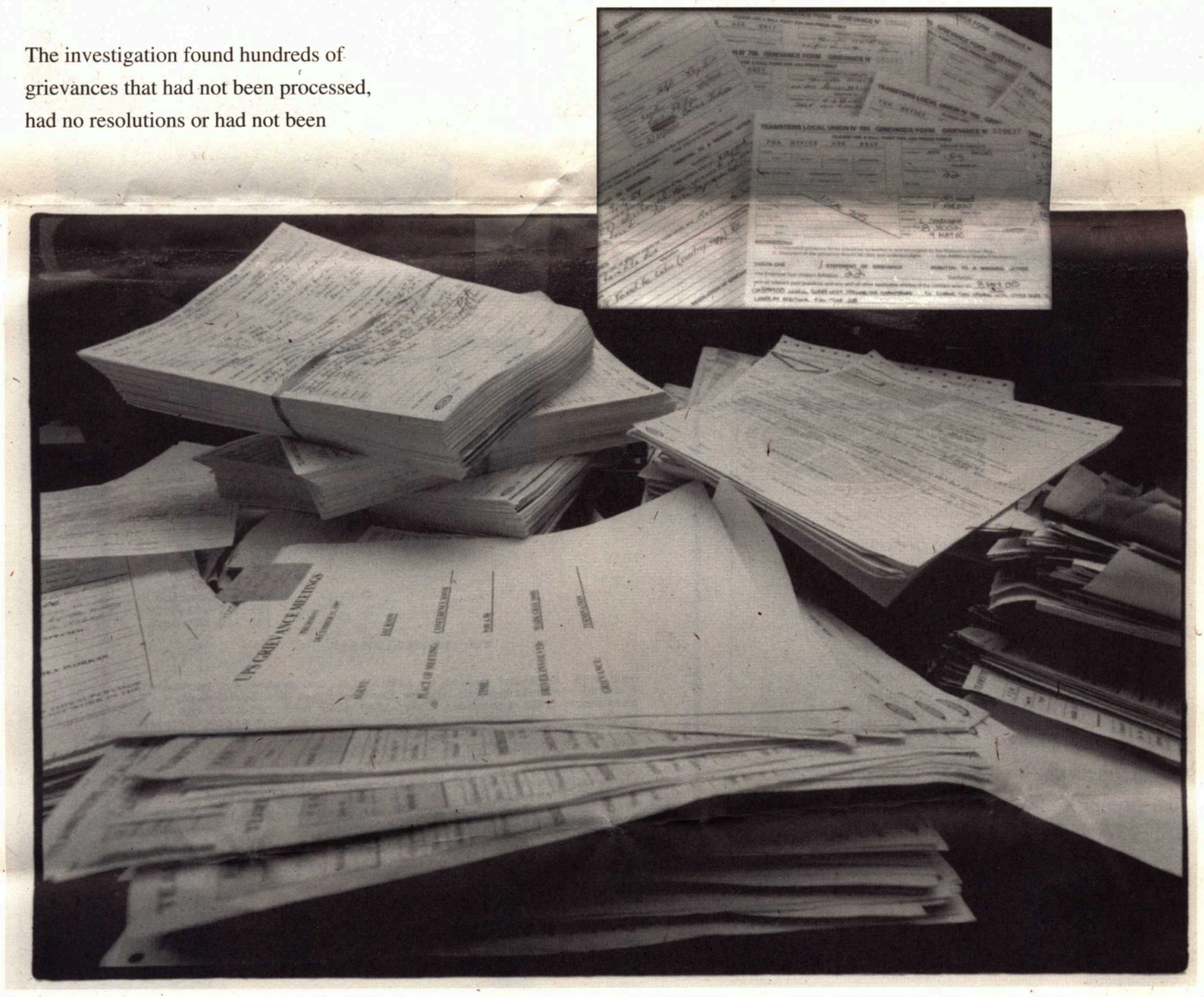
The Local 705 Executive Board will hear charges filed by several UPS Teamsters over the failure of Ed Benesch and Bennie Jackson to properly process 1,078 UPS grievances. The constitutional violations were found after Local 705 Secretary-Treasurer Jerry Zero resumed his term of office in February, 2000 and ordered an investigation after receiving numerous complaints about Benesch and Jackson from UPS stewards.

The investigation found hundreds of grievances that had not been processed, had no resolutions or had not been docketed for the UPS Grievance Panel. Thus far, more than 1,000 botched grievances have been discovered.

The 705 E Board acted on the charges after repeated attempts to get Jackson, Benesch and 705 President John McCormick (who supervises UPS Union Reps) to investigate or explain why the grievances were apparently mishandled.

The 705 E Board voted to hear the charges themselves when McCormick refused to discuss what kind of panel should hear the charges at the October 13, 2000 Board meeting.

The charges against Benesch and Jackson are expected to be heard in mid November. The charges against McCormick had not been scheduled at press time.



JOHN MCCORMICK - HE TALKS A GOOD GAME BUT HIS ACTIONS TELL THE *REAL* STORY

There's a Reason Why McCormick Hides Behind Dark Glasses In His Campaign Leaflets: He's Ashamed to Face UPS Teamsters Who Know His Real Record.

THE MCCORMICK CLAIMS	THE McCORMICK RECORD
Led the 1997 UPS Strike	**30% of his handpicked staff were on vacation during the strike.** Jerry Zero had to assign staff from Freight, Movers, Tankers and Cartage to lead ambulatory picketing – because only one of McCormick's staff (Bob Persak) could get the members cooperation. Then McCormick gave up the right to strike in 1999!
Pension fund is in "best shape ever".	**No Pension Improvements during the 2 years** his E-Board allies have kept Jerry Zero off the Union Trustee panel. NO growth in fund assts while McCormick was "in charge"
Delivered $1million through grievances	**McCormick's staff failed to process 1,000 grievances.** The members saw them at the May General membership meeting. Numerous discipline grievances from July still not scheduled for hearing at UPS grievance panel
Made our Medical plan work	**No medical plan improvement under his watch.** His pro-Ligurotis Vice-President Benesch botched the prescription drug program and had to be bailed out be Mark Postilion

B.S. Promises On Campaign Leaflets Don't Get The Job Done, Johnny
UPS Teamsters Can't Afford 3 More Years Of McCormick

NEITHER CAN ANYONE ELSE

THE McORMICK PLATFORM?

PLANK # 1: SELL OUT THE MEMBERS RIGHT TO STRIKE

Supervisors working is the biggest everyday problem in UPS. Local 705 struck over the issue in 1995. We won the court case that tried to attack that right. So what does McCormick do when he was Principal Officer? ***He gave away one of our most important rights! No judges, no excuses, no apologies - he just gave it away!***

2. No Strikes or Work Stoppages over Supervisors Performing Bargaining Unit Work

Local 705 agrees that, during the remaining term of the current collective bargaining agreement in effect between the parties for the period August 1, 1997 to July 31, 2002, it will not engage in any strike or work stoppage over the issue of supervisors performing bargaining unit work or over claims that UPS is in violation or noncompliance with settlements of grievances based on supervisors performing bargaining unit work.

IN WITNESS WHEREOF, the parties have executed this Settlement Agreement by their duly authorized representatives, on the dates set forth below.

UNITED PARCEL SERVICE, INC.

By: Arnold B. Kenna

Title: Region Labor Mgr.

Date: 12/17/99

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL 705

By: John B. McCormick

Title: President

Date: 12/15/99

John McCormick Can't Be Trusted To Run This Union

Don't Waste Your Vote On A Splinter Slate

Re-elect Jerry Zero

It's Your Future

Ask Them Why

McCormick, Benesch, Pocztows ki and Jackson Voted to throw away $80,000 of your dues money!

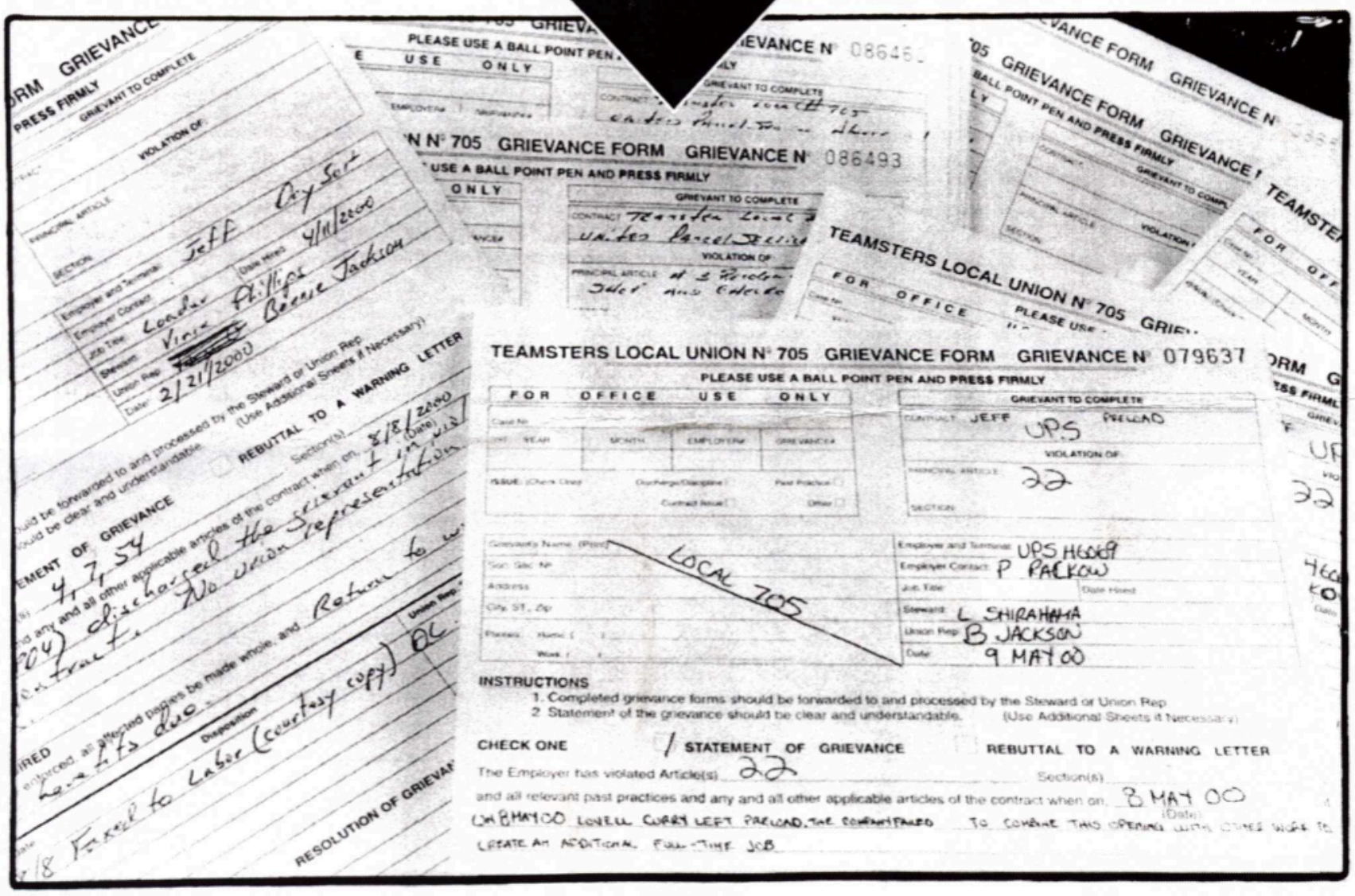
At the last Executive Board Meeting McCormick, Benesch, Pocztows ki and Jackson Voted to hold the election for delegates to the Teamster Convention in the spring of 2001 instead of doing it at the same time as the fall officer election! Gerry Zero, Greg Galles and Mile Thornton opposed the waste and asked why they wanted to through away $80,000 of the members money. McCormick, Benesch, Pocztows ki and Jackson all said

the members were too stupid

to vote for officers and convention delegates at the same time!

And it's still going on!

These are just some of the many grievances that Bennie Jackson has failed to properly process in just the last few months.


TEAMSTERS LOCAL UNION N° 705 GRIEVANCE FORM GRIEVANCE N° 086493
PLEASE USE A BALL POINT PEN AND PRESS FIRMLY
TEAMSTERS LOCAL UNION N° 705 GRIEVANCE FORM GRIEVANCE N° 079637
PLEASE USE A BALL POINT PEN AND PRESS FIRMLY
FOR OFFICE USE ONLY
GRIEVANT TO COMPLETE
CONTRACT JEFF UPS PRELOAD
VIOLATION OF
PRINCIPAL ARTICLE 22
SECTION
LOCAL 705
Employee and Turnout UPS HUB09
Employer Contact P PACKOW
Steward L SHIRAHAMA
Union Rep B JACKSON
Date 9 MAY 00
INSTRUCTIONS
1. Completed grievance forms should be forwarded to and processed by the Steward or Union Rep.
2. Statement of the grievance should be clear and understandable. (Use Additional Sheets if Necessary)
CHECK ONE / STATEMENT OF GRIEVANCE REBUTTAL TO A WARNING LETTER
The Employer has violated Article(s) 22 Section(s)
and all relevant past practices and any and all other applicable articles of the contract when on 8 MAY 00 (Date)
ON 8 MAY 00 LONELL CURRY LEFT PRELOAD. HE CURRENTLY PLANS TO COMBINE THIS OPENING WITH OTHER WORK TO CREATE AN ADDITIONAL FULL-TIME JOB
Disposition
RESOLUTION OF GRIEVANCE
Forward to Labor (courtesy copy) BC
Return to w
Union Rep.
Date 5/18
TEAMSTERS LOCAL UNION N° 705 GRIEVANCE FORM GRIEVANCE N° 086461
PLEASE USE A BALL POINT PEN AND PRESS FIRMLY
GRIEVANT TO COMPLETE
VIOLATION OF
PRINCIPAL ARTICLE
SECTION
Employer and Turnout Jeff Ops Sort
Employer Contact Loader
Job Title
Steward Virgil Phillips
Union Rep Bennie Jackson
Date 2/21/2000
REBUTTAL TO A WARNING LETTER
Section(s)
(Date)
STATEMENT OF GRIEVANCE
4-7-54
204) discharged the steward I'm with
Contract
No union representation
enforced, all affected parties be made whole, and
now it is due.
Disposition
RESOLUTION OF GRIEVANCE

You can't afford McCormick's version of "Real Reform"

Vote for the Jerry Zero Slate

Or this could happen to you

And if you think this charge is "Politics as usual," just come down to the Union Hall and see them for yourself!

JERRY ZERO • Local 705 • CONTINUED REFORM SLATE

Fighting for Our Future

JERRY ZERO

AND THE CONTINUED REFORM SLATE

PAY INCREASE

MORE FULL TIME JOBS

- ☑ **Which Slate has TWO Experienced, Respected Part timers on the Board?**
- ☑ **Who can deliver on the next contract?**
- ☑ **Which Slate Will Understand the needs of both part timers and full timers?**

Slate Name	Full Timers On Board	Part Timers On Board
Jerry Zero Continued Reform Slate	YES	Two!
United Slate	YES	None
Unity Slate	YES	None
McCormick Slate	YES	None

BALLOTS SHOULD ARRIVE AT YOUR HOME ADDRESS ON FRIDAY 11/10 OR MONDAY 11/13

What really stinks about the John McCormcik Slate?

There is something very smelly about the John McCormick Slate

He refused to put even one part time UPS'er on his slate as a candidate for the Union Executive Board!

Go away John!

ATTENTION PART TIME MEMBERS

The McCormick, United & Unity Slates need to come clean and admit to part time UPS members that they *REFUSED* to put part time members on their Executive Board Slates. SHAME!!

Tony Gatson
11 years Part Time
for
Vice-President

VOTE

November 13th

Pam Savage
5 years Part Time
for
Trustee

JERRY ZERO thinks we need balanced representation on the Union Executive Board with Board members that work both full time and part time . The 8,000 part time members of Local 705 certainly deserve at least two seats on the Board.

IF YOU AGREE VOTE

Vote **Jerry Zero**

and the Continued Reform Slate